

CTC NEWSLETTER

AUGUST 2006

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"I've come to believe that each of us has a personal calling that's as unique as a fingerprint — and that the best way to succeed is to discover what you love and then find a way to offer it to others in the form of service, working hard, and also allowing the energy of the universe to lead you."

- Oprah Winfrey,
O Magazine,
September 2002



TIPS FOR AVOIDING THE VOLUNTEER TRAP

*By Kelly Greene, Reprinted with the permission
of The Wall Street Journal Online*



Rita Vance retired three years ago, at age 58, to devote herself full time to volunteering after winning a battle against breast cancer.

With 30 years' experience in social work at nonprofits and government agencies, she relished the idea of sidestepping the meetings involved in such settings and spending all her time with people in need.

Instead, her first foray into volunteering found her sitting through meetings at a group focused on aging in Ashland, Ore. -- and dishing up cafeteria-style meals at a senior center.

"They just needed a body to do that job," Ms. Vance says, "and they weren't really interested in what else I could do."

With retirements beginning to stretch routinely into two -- or even three -- decades, many older Americans are assuming that volunteering will become a natural and fulfilling part of their post-work lives. That belief, though, is about as far as most people get in their planning. As a result, many retirees like Ms. Vance wind up in volunteer positions that turn out to be dead ends. Sometimes, the tasks that retirees raise their hands for don't fit their skills, or the position just isn't what the person expected.

"If you want [volunteering] to be a significant part of your life, then it's likely going to take some work to figure out the right fit," says John Gomperts, chief executive of Experience Corps, a nonprofit based in Washington, D.C., that pays 1,800 older adults small stipends to tutor schoolchildren in 14 cities. "Sometimes you take a very bumpy road to a very beautiful

place. So it may be with finding just the right opportunity to engage in volunteer activities."

The hard work could pay off in more ways than you think. A two-year study of 128 volunteers between the ages of 60 and 86, who were working with children in Baltimore schools, found that the volunteers -- when compared with a control group -- were in better health, burned more calories each week, watched less TV and reported having more people in their social networks.

There also are more opportunities to choose from. The steady increase in two-worker families means that nonprofit groups have lost much of their volunteer base and, thus, are scrambling to recruit help. Hands On Network, a volunteer clearinghouse based in Atlanta that serves more than 50 communities, is trying to increase volunteerism by 10% over two years, says Michelle Nunn, the group's chief executive. The group is counting on a new partnership with AARP, the membership group for older Americans, to help meet that target, mainly by recruiting retirees to help direct projects and reel in other volunteers.

So how can you find the right setting in the shortest amount of time? We put that question to retirement consultants, nonprofit executives and retirees who have found a good fit in volunteering, often through trial and error. Here's their advice:

"It's easy to make a buck.
It's a lot tougher
to make a difference."

- Tom Brokaw



IDENTIFY WHAT INSPIRES YOU

It might sound obvious, but almost every person we spoke with urged would-be volunteers to take the same first step: Identify a cause -- a mission -- that inspires you. Again, that might seem evident, but it requires time and reflection, and few people make the effort.

"It's an ethical, spiritual question," says Mary Westropp, who handles volunteer placement for New Directions Inc., a Boston consulting firm that works with executives who take early-retirement packages. "What really matters to you? Is it housing and homelessness? Human rights? Education?"

Ms. Westropp has found that many of her clients already have personal interests they can incorporate into volunteer work. That's not surprising, given older adults' experiences and aspirations. "We aren't talking about people in their 20s," she says. "These folks have lived a certain portion of their lives and want to feel satisfied that they've done their part to make this a better world."

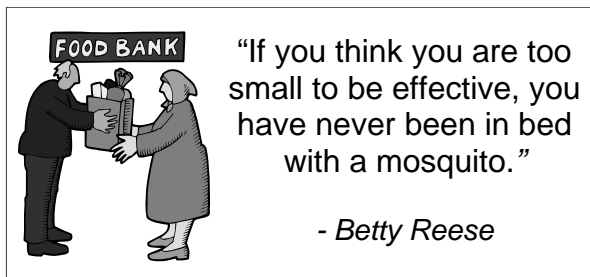
Leslie Berry, a 65-year-old retiree in suburban Atlanta, spent a good part of her adult life overseas, raising four sons in six countries over 13 years. Some of that time was spent volunteering in local libraries and museums. "They were so quiet and orderly, and our life was so chaotic," she says.

After returning to the U.S. and settling in Georgia, Ms. Berry eventually found herself yearning, she says, to relive the experiences she had enjoyed in Thailand and Kenya, learning about local art. Three years ago, she discovered that

Atlanta's celebrated High Museum of Art was seeking docents, just at the moment when she was reducing her hours working at a party-supply store. She applied, landed a position, and started nine months of training. Today, she spends two days a week at the High, taking classes from curators and leading fourth- and fifth-graders on tours of the museum.

A recent Monday morning found Ms. Berry and other volunteers consulting with a curator amid the museum's newly expanded folk-art collection. She is searching for ways to teach students about creating art from so-called found objects, a lesson they can use in their school projects.

Ms. Berry worried at first that her lack of art-history education would be a problem. But what's more important, she says, is that "you have to be deeply into art to do this."



DON'T BE AFRAID TO START AT THE BOTTOM

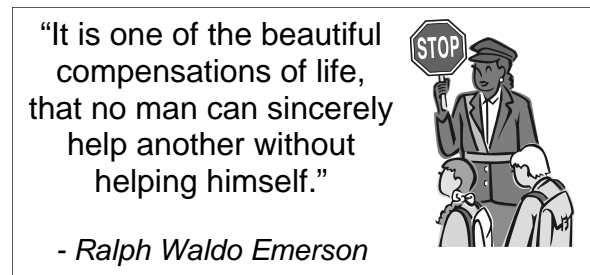
As in the business world, people who volunteer sometimes start with an entry-level position. Don't let that deter you.

Ms. Vance, in Oregon, wanted to volunteer at the library to select and deliver books to homebound readers. "But when I first went in to approach the library, they

didn't really need people to do that," she says. "They wanted me to come in and help with orientations, setting up coffee." She took the job -- and eventually worked her way into the role she wanted. Now, she works with five people, often searching for large-print books from her home computer.

"Sometimes you aren't going to get the dream volunteer job," says Jeri Sedlar, a retirement-transition counselor in New York. "But it's the same mentality you use in a career -- like starting as a gofer at a publishing company to move up the ranks. Sometimes you have to think, 'I'll do the punch and cookies, but I'll let everyone know that my goal is this.' "

And, as when you were exploring careers, internships can help you vet opportunities -- and get a foot in the door, says Marc Freedman, president of Civic Ventures, a San Francisco nonprofit that promotes civic engagement among older people. "Maybe," he says, "you can develop your own internship where you rotate through two to three nonprofits that seem appealing, where you can try different roles and structures. You could even do it while you're still working by using vacation time."



KNOW WHEN TO MAKE A CHANGE

Some people may find it's more reward-

ing to try something completely different from their former day jobs when volunteering. Others, however, may be better off sticking with what they know.

Hazel Hutcheson, 71, is a former clinical nurse specialist who now volunteers with Ms. Berry and others as a docent at the High Museum. Before retiring seven years ago, Ms. Hutcheson had specialized in pain relief, working primarily with patients after surgery. The job, she says, was stressful but "very satisfying."

The same, though, couldn't be said for the volunteer roles she was offered in nursing: checking blood pressure, drawing blood for lab tests, and giving immunizations. Such tasks, she says, are "important to patient care -- but I didn't find them challenging." Instead, she sought a new challenge working in a different field with a different age group: children.

But Bob Williams found that using skills and knowledge from earlier jobs allowed him to settle into a volunteer role more easily and be more effective.

Mr. Williams, who retired as an investment banker at State Street Corp. in Boston a few years ago, joined YMCA Training Inc., a New Directions volunteer project where its clients help immigrants and low-income adults find jobs. At State Street Corp., Mr. Williams had spent much of his "mental energy looking for local people we could train to operate in a global market, but run our business in their own country," he says. "Now I'm doing the same thing. I'm finding really capable immigrants who never bothered to put down on their résumé that they ran a restaurant in their home country. Some-

how they get it in their minds that their experience back home doesn't matter here."

"Do all the good you can,
By all the means you can,
In all the ways you can,
In all the places you can,
At all the times you can,
To all the people you can,
As long as ever you can."



- John Wesley, "Letters of John Wesley"

IT'S ALL RIGHT TO BE SELFISH...

Of course, you want to do something meaningful as a volunteer, and that's reward enough. Or at least it's supposed to be. But the biggest incentive for many volunteers is what they get from the work -- whether it's freebies from, say, the local theater group, or pats on the back from a nonprofit's leadership, or the simple satisfaction that comes from meeting and making friends with other volunteers.

"People tend to focus very heavily on the idealism of this phase of giving back," says Mr. Freedman at Civic Ventures, who has participated in focus groups with volunteers who have recently retired. "But when you talk to people who are involved [as volunteers], they say there are more immediate aspects that appeal to them. The relationships and a sense of purpose are just as important as some of the more lofty ideals in getting a satisfying experience."

Rich Yurman, in his work as a volunteer in San Francisco, gets to feed his desire to be a grandparent and compose poetry. For eight years, the 68-year-old writer

and retired teacher has tutored school-children, mostly Asian immigrants, through Experience Corps. He turned to the organization after several years of working with a counseling group for abusive men and hearing how many had been abused as children. Plus, "I hit age 60, and this sudden surge of wanting to be a grandparent came out of who-knew-where," he says. "I have children who are not going to have children."

This year, Mr. Yurman is working one-on-one with a third-grader whom he calls an "amazingly intense" poet. She jots down ideas to write about in a little notebook he persuaded her to carry around. Among her material: notes from her family's gambling trips to Reno, Nevada. One day a week, the young girl and Mr. Yurman get out the notebook, "she picks out a topic, and we both write about it," he says. "It's just grand."



"Unless someone like you cares a whole awful lot, Things aren't going to get better, they're NOT!"

- Dr. Seuss, *The Lorax*

...AND TO PROTECT YOUR TIME

Just because you have more free time in retirement, you don't -- and shouldn't -- have to waste it.

"As I dedicate hours a week to doing [volunteer] work, I don't want the organization to take [unfair] advantage of that offer of time," says Mr. Williams, the retired investment banker. "The thing you find out when you retire is that you think you're going to have an awful lot of time,

but you don't. It's a precious commodity."

When Mr. Williams, 57, decided to retire a few years ago, he wanted to make his family -- particularly his wife -- his top priority, since his career often had come first. Volunteering and a Chinese investment venture came second and third.

But even with that planning, Mr. Williams says, it's been hard to keep control of his time. For example, he learned to fly while working in Australia years ago and has a pilot's license. But after retiring, "I gave up flying for about a year and a half because I didn't have the time."

After two years, Mr. Williams says he finally feels like he's starting to find a good balance between volunteering and personal time. He dedicates two or three hours on most Mondays to the job-training project. And he spends the equivalent of a day and a half each week working on fund-raising and planning projects as a board member for Angel Flight New England. While working, he volunteered as a pilot for the nonprofit group, flying families needing sophisticated medical treatment from small-town airfields to big-city hospitals.

"I was surprised at how hard it was to get yourself organized and make it all work," he says. "By saying no sometimes, it seems I'll be able to do all three things at a level where I'm comfortable."

"Ask not what your country can do for you; ask what you can do for your country."

- President John F. Kennedy



LOOK FOR GOOD TRAINING

Nonprofit groups and social-service agencies aren't all structured alike. A library, for instance, may have a few volunteers to shelve books, without being set up to offer frequent orientation, training, field trips and lectures solely for its volunteers.

In contrast, groups organized to train and put volunteers to work tend to offer more educational opportunities, chances to mingle with fellow recruits and greater recognition -- all of which may take on increasing importance in volunteer work that replaces a career.

Mr. Yurman, for instance, was drawn to Experience Corps by its speedy response to his inquiry about volunteer opportunities. He met with an Experience Corps coordinator for an hour and quickly discovered that he and the organization were "on the same page on how to deal with kids." He was hired and fingerprinted, and did several one-hour training sessions. "Within a couple of weeks, I was introduced to my first kid," he says.

Most important, Experience Corps offers continuing training and promotes interaction among its volunteers. "We go through exercises," Mr. Yurman says, "and you find out there are people doing this who have lived amazing, diverse lives."

"When you are kind to someone in trouble, you hope they'll remember and be kind to someone else, and it'll become like a wildfire."

- Whoopi Goldberg



HIRE YOURSELF IF NECESSARY

If you can't find a volunteer activity or position that interests you, create your own.

Steve Weiner, a 66-year-old retired university administrator in Piedmont, Calif., spent the first six years of retirement, starting in 1996, as "trial and all errors -- nothing painful, but just paths that I went down that I didn't want to stick with," he says. He volunteered as a consultant for a nonprofit group and served on a few boards. "I enjoyed them, but they didn't prove meaningful to me."

So, in 2002, Mr. Weiner and a colleague created the Campaign for College Opportunity, a nonprofit advocacy group trying to make sure that California's higher-education system will continue its tradition of admitting all qualified students who want to enroll. Since 1960, such access has been all but guaranteed under California law -- but a lack of funding and limited classroom space now threaten that promise.

Mr. Weiner's lobbying work has "called on all the knowledge, experience and relationships that I had developed before," he says. "I had to join with others to create entirely new enterprises [for] this particular point in my life."

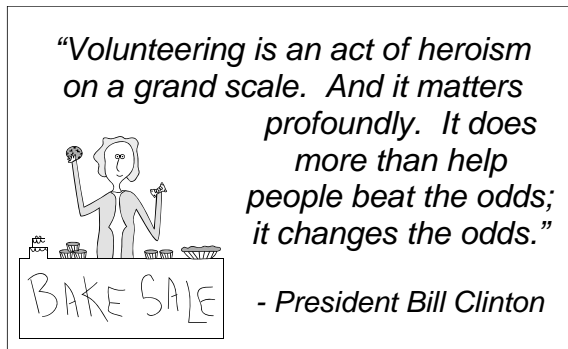
On the East Coast, Jim Beaton, a 66-year-old retiree who managed real estate as vice president of corporate services and facilities for New England Financial Corp. in Boston, became intrigued when he heard about an effort to start a farm on Cape Cod. The nonprofit venture, called Dana's Fields, hopes to rehabilitate homeless people by teaching them basic skills involved in running a small busi-

ness, such as cooking, maintenance, and using a computer.

The project, part of the Housing Assistance Corp. in Hyannis, Mass., didn't really have a single person to guide it through what has proved to be a contentious approval process. Enter Mr. Beaton.

"I had gone through the rigorous process of [obtaining permits for] a large office building in Boston, and I used to tear my hair out, saying, 'My God, it shouldn't be this difficult to do things,' " he recalls.

Mr. Beaton offered to serve as head of a committee to get the farm off the ground. This time, he didn't mind the obstacles. "It became kind of a mission for me," he says. "We've managed to get to where we are with [almost] no funding, other than some grants from the Boston Foundation and pro bono work, local churches' fund raising, and a walk for the homeless. It's been a real bootstrap operation."



STAY (VERY) FLEXIBLE

Finding the right volunteer work can be tougher than finding the right job. Often, expectations are impossibly high: You're newly retired, eager to "make a difference," and convinced that you and your talents are needed and welcomed. Per-

haps you've even taken a hard look at an organization or a cause and you're confident that the fit is right. And then, after a month or two, you're looking for the exit.

Remember: Volunteer organizations, for all their good intentions, can be as unpredictable as any business, experts say. Leaders come and go; missions change; budgets expand and shrink.

Patricia Weiner, a 63-year-old retired lawyer and Steve Weiner's wife, tried three volunteer positions before finding the right one. While she was still working, she read a book about Court-Appointed Special Advocate programs, in which volunteers speak for abused and neglected children in courts. "I really thought that CASA was going to be the one thing that I was going to want to do for years and years," Ms. Weiner says. But she grew frustrated when the foster child she was assigned to represent was moved to another county. Sadly, the two were "just about at the bonding point," Ms. Weiner recalls.

Next, after joining the board of the Family Violence Law Center, Ms. Weiner realized she didn't want to attend meetings at night. And after she and her husband read to the blind for an hour a week for two years, they grew tired of the half-day commute involved.

Now, Ms. Weiner works with the first free-standing children's hospice in the country, leads school tours at the Oakland Museum of California, and also works in the book section of the museum's annual "white elephant" sale.

"I do think there is some trial and error, and it is healthful," she says. "I'm not

sorry I did any of them." And they helped her narrow her focus to helping children. "It wasn't conscious -- I just brought together things I cared about and where other interesting people were involved."

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

- Margaret Mead



EDITOR'S NOTES

Volunteers Increase in Numbers

In June 2006, *The Chronicle of Philanthropy* reported on a survey of 60,000 households performed by the Corporation for National and Community Service, a USG agency that manages AmeriCorps and other service organizations. The survey showed that nearly 29 percent of Americans volunteered in 2005.

The largest percentage (35%) volunteer with religious groups. The most common volunteer activity is with youth — tutoring, mentoring, or participating in sports.

The state of Utah topped the survey's lists for the number of people volunteering from 2003 to 2005 (50%) and for the number of hours spent volunteering (96 hours). In percentage of volunteers, Utah is followed by Nebraska, Minnesota, Iowa, and Alaska. In average number of volunteer hours annually, Utah is followed by Idaho, Arizona, Maryland, and Mon-



tana. Survey results also indicated that the states show preferences for certain charitable activities. Apparently, Mississippi volunteers most like to collect or distribute food. In Nebraska, transporting the needy is one of the most popular volunteer activities.

According to the survey, women volunteer more than men and women who work or have minor children volunteer more than women without jobs or children.

References:

- "Almost 29% of Americans Volunteered in 2005, Government Survey Finds" by Ian Wilhelm, June 2006, *The Chronicle of Philanthropy*, www.philanthropy.com
- "Volunteering in America: State Trends & Rankings" by the Corporation for National and Community Service, <http://nationalservice.gov/about/volunteering/index.asp>

"Everyone can be great because anyone can serve. ... You only need a heart full of grace. A soul generated by love."

- Martin Luther King



Baby Boomers As Volunteers

In a November 2005 article in *The Chronicle of Philanthropy* Marc Freedman and John Gomperts encouraged nonprofit organizations to recruit Baby Boomers as volunteers. They claim that the financial service and retail industries are far ahead of nonprofits in targeting Boomers. Some of those campaigns' sound bites include

"Retirement is your chance to contribute in a whole new way." And my personal favorite: "Work for world peace. Feed starving children. Do what beauty pageant contestants talk about but never get around to!"

Freedman and Gomperts claim that "senior" volunteers aren't what they used to be! They advise nonprofits that we Boomers are "more vigorous and much better educated," that we don't like busy work, and that we are most likely to respond to appeals to our idealism and desire to make a difference.

So, the strategy they recommend has 5 parts:

1. We aren't tottering old ladies who can barely push a book cart around a hospital ward, so nonprofits need to offer opportunities to work "with others to make a measurable difference on issues that matter."
2. We are still working, but we have often changed jobs to work for causes that mean something to us personally, so the nonprofits need to offer us meaningful — and salaried — jobs.
3. We are **really** tired of 80 hour weeks and want to spend more quality time with families, friends, and hobbies, so nonprofits should make those jobs a little more flexible — flextime, part-time, telecommuting, etc.
4. We may be tired of devoting our entire lives to work, but we still have brains, energy and creativity, so nonprofits should catch us quickly before we create our **own** nonprofit organizations!
5. Nonprofits should lobby government to adjust pension rules to make paid and unpaid work for their organiza-

tions attractive to Boomers.

The authors close with this observation, "Never before have so many people had so much experience — and the time to put it to good use. They constitute a potential windfall of human and social capital to nonprofit groups, a world with a surplus of goodwill and youthful ambition, and a shortage of experience and management skills."

Reference:

- "Putting Retiring Baby Boomers to Work" by Marc Freedman and John S. Gomperts, *The Chronicle of Philanthropy*, November 24, 2005.



"Service to others is the rent you pay for your room here on earth."

- Mohammed Ali

Virtual Volunteering

VolunteerMatch is an internet tool that can help you find volunteer opportunities in your area. (www.volunteermatch.org) They work with more than 40,000 nonprofit organizations to recruit volunteers and offer a variety of online services to the volunteers as well. You can sign up for free e-mail newsletters from Volunteer Match.

They have a special section on the website regarding "virtual volunteering." In that section they publish opportunities to volunteer without having to be physically present at a specific location. The Virtual Volunteer can use a computer, Internet connection, phone, and/or fax to perform services for the organization — all the while sitting at home in his or her paja-

mas, listening to music, and sharing the computer table with a pet cat!

There are a LOT of jobs listed in their Virtual Section! Of special interest to you all, there were 313 opportunities listed as "International" and 35 volunteer opportunities with immigrants and refugees. Other categories of interest might be "Advocacy & Human Rights," "Crisis Support," "Hunger," "Justice & Legal," and "Politics."

JSP Bibliography

We have also listed many sources of information about volunteering in the U.S. and overseas in our Bibliography. It is available online at www.state.gov/m/psi/tc.

JSP Grads & Volunteering

In our 2006 JSP Survey we found that 48% of you have done volunteer work since you retired from the USG. 7% of that group volunteered overseas.

Some good advice offered by respondents:

"When taking the Job Search Program, I wasn't sure I would seek actual employment after retirement. But the urge to be useful is a hard-to-ignore prod that will move many of us back into some form of work outside the home, whether paid or unpaid. After volunteering for several months at a local museum, I was offered a paid position there when someone else left. As with all non-profits, the pay is meager and benefits almost non-existent. But the people are terrific, and I enjoy helping this almost 200-year-old institution. This job also led to other contacts, and I ended up being appointed to three Town commissions, including the Historic District Commission. My only complaint

about retirement is that it is too busy--I've yet to do the reading I'd hoped to catch up on. I read the CTC emails regularly, but most are not relevant to my situation, as I do not want full-time employment and live far from the DC area. Nonetheless, they are useful in knowing what is out there if my situation changes. And that's another thing about retirement--things don't stop changing just because you've finished your career. It would be unwise perhaps to lock yourself in too much to one choice; my best advice would be to be prepared to adjust, and enjoy the fact that our retirement benefits give us a lot of choices. "

"Learn how to package your experiences with the Government the best way you can to put your best foot forward with any employer. Variety of experiences and productive accomplishments are always looked upon favorably. Look into volunteer organizations -- they always need assistance and it always ADDS or complements your resume. "

"I moved to a small town ... It is not small townish. Many volunteer opportunities for retirees. I spend 25 hrs per week with four volunteer groups. Good way to meet people, learn about the area. Exercises the mind and the body. Less stress with traffic, bureaucracy, pretense. ... I pursue hobbies I never had time for or considered. "

"We ourselves feel that what we are doing is just a drop in the ocean. But the ocean would be less because of that missing drop."

- Mother Theresa



JOB LEADS

Here are a few of the more exotic volunteer opportunities available.

Amigos de las Americas

www.amigoslink.org

An international, nonprofit organization that trains and provides opportunities for high school and college students to participate in service projects in Latin America in order to empower young leaders, advance community development, and strengthen multicultural understanding in the Americas.

Amizade

www.amizade.org

Offers volunteer opportunities to work on community projects in developing countries. *(Not free for volunteer.)*

Crossroads Africa

<http://operationcrossroadsafrica.org>

A cultural exchange program that offers orientation, then 6 weeks on a development project and 1 week of tourism in an African country. *(Not free for volunteer.)*

Earthwatch Institute

www.earthwatch.org

Offers expeditions to exotic locales to assist research teams on environmental and cultural projects. *(Not free for volunteer.)*

Global Citizens Network

www.globalcitizens.org

A nonprofit that sponsors volunteer teams to a developing country in order to support local people in a community project. *(Not free for volunteer.)*

Habitat for Humanity

www.habitat.org

A nonprofit that builds houses in partnership with the residents of the houses in the U.S. and 92 countries.

International Mission on Diplomacy

www.internationalmissions.org

Volunteer faculty advisors lead university students on international experiential education programs. *(Lodging, airfare, and meals provided.)*

General Tours' Make a Difference

<http://aarp.generaltours.com/MaDifference.phtml>

MaDifference.phtml

General Tours & Cross-Cultural Solutions offer opportunities to participate in community projects in 5 countries.

The Oceanic Society

www.oceanic-society.org

A nonprofit marine wildlife conservation organization that offers volunteer opportunities on research expeditions. *(Not free for volunteer.)*

Volunteer Latin America

www.volunteerlatinamerica.com

Provides connections to environmental and humanitarian organizations that offer volunteer and internship opportunities in Latin America.

To find more organizations with volunteer opportunities in the U.S. and overseas, check out the volunteer section of our Bibliography on our pages of the State Department website: www.state.gov/m/psi/tc/ctc.

"A civilization flourishes
when people plant trees
under which they will
never sit."

-
Greek proverb



ATTENTION JSP GRADS!



Job Fair

The next CTC Job Fair will be held on August 22 from 1:00 to 4:00 pm in the D Building gymnasium at the Foreign Service Institute. These companies are signed up to attend:

- Academy for Educational Development (AED) - www.aed.org
- ARD, Inc. www.ardinc.com
- CARANA Corporation www.carana.com
- Casals & Associates, Inc.—
www.casals.com
- Chemonics International Inc.—
www.chemonics.com
- Computer Sciences Corporation (CSC) - www.csc.com
- Crown Agents Consultancy, Inc.—
www.crownagents.com
- Development Alternatives, Inc. (DAI) - www.dai.com
- DevTech Systems, Inc.—
www.devtechsys.com
- DPK Consulting—
www.dpkconsulting.com
- Emerging Markets Group (EMG) - www.emergingmarketsgroup.com
- General Dynamics Advanced Information Systems—
www.gd-ais.com
- Geneva Software, Inc.—
www.genevasi.com
- GlobalCorps—www.globalcorps.com
- Harlan Lee & Associates—
www.hlassociates.com
- International Relief and Development (IRD) - www.ird-dc.org
- International Resources Group (IRG) - www.irgltd.com
- John Snow, Inc. (JSI) - www.jsi.com
- KellyFedSecure—
www.kellyfedsecure.com
- Louis Berger Group, Inc.—
www.louisberger.com
- Lucent Technologies—
www.lucent.com
- Management Systems International (MSI) - www.msiworldwide.com
- Mary Kay, Inc.—www.marykay.com/
- MPRI, an L3 Communications Company—www.mpri.com
- Northern Virginia Community College (NVCC) — www.nvcc.edu/hr
- OMNIPLEX World Services Corporation —www.omniplex.com
- Pact, Inc.—www.pactworld.org
- Planning and Development Collaborative International, Inc. (PADCO) - www.padco.aecom.com
- Powers Group—www.powersgrp.com
- PRO-telligent LLC—
www.PRO-telligent.com
- Research Triangle Institute (RTI) - www.rti.org
- Science Applications International Corporation (SAIC) - www.saic.com



"You must be the change you wish to see in the world."

- Mahatma Gandhi

- STG, Inc.—www.stginc.com
- U.S. Investigative Services (USIS) - www.usis.com
- U.S. Peace Corps—www.peacecorps.gov
- U.S. Peace Corps' Crisis Corps—www.peacecorps.gov/crisiscorps
- United Nations Employment & Assistance Unit (IO/S/EA) - www.state.gov/p/empl/
- University of Phoenix—www.phoenix.edu



"He who does nothing for others does nothing for himself."

- Goethe

- World Vision—www.worldvision.org

JSP Follow-up Meetings

All JSP graduates of the August 2006 and previous classes are invited to attend follow-up meetings in September to discuss progress on your job search, share experiences and advice, and enjoy each other's company.

Tuesday, September 12
10:00 am—12:00 noon
Room E-2118

Tuesday, September 26
10:00 am—12:00 noon
Room E-2118



"You make a living by what you get, but you make a life by what you give."

- Winston Churchill

Results of the 2006 JSP Survey

Is there Life After USG Service? The overwhelming response from JSP Graduates in 2006 was **YES!** They report very active and productive lives — lower on stress and higher on physical activity. Here is a brief summary of their responses.

Where are JSP Graduates?

- 68% are living in the DC Area (DC, MD, VA);
- 27% outside the Beltway in the Real USA;
- 4% in other countries, and,
- apparently, 1% do not know where they are!

What are they doing?

- 75% are working, but only 23% of the respondents are working fulltime.
- 74% are doing the same or similar work that they did for the USG.
- 59% found a job within 3 months of their retirement, but 13% (possibly wiser) graduates starting working again after a year.
- 38% have been hired by the USG as a WAE, PSC, or other acronym; 37% were hired by private, for-profit companies (including USG
- contracting firms); and 24% are self-employed as business owners or consultants.
- 48% are working less hours for less pay, but a very lucky 25% are working less hours for more pay!
- 48% have volunteered and 32% have

furthered their education.

Networking Rules!!

What 3 resources did you find most valuable in your job search?

•Networking = 60%

- Job Search Program = 47%
- CTC job fairs & leads = 30%
- Internet = 10%
- Print media = 8%

If not working, then what?

- The top 5 activities of those who are not working for compensation are volunteering, enjoying crafts and hobbies, studying, selling or renovating or moving their homes, and training and competing in sports!
- They are also traveling, babysitting, doing as little as possible, caring for elders, recuperating from surgeries, and writing.

Good Job Search Advice From Survey

"Create network contacts while you are still employed."

"Let everyone know you are retiring, and that you are interested in work, even something way outside your previous experience."

"Don't rush things. Give yourself time to adjust to your new possibilities. Pay attention to your passions and your core values."

"Be flexible, open to new possibilities."

"Be patient and relentless in your pursuit of what you want."

"Pay a lot of attention to the resume. Tailor government experience to potential jobs."

"Practice for the interviews."

"Network, network, network—and keep your mind (and options) open."



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